

Embracing Diversity

1. Be sure all doors are shut. Ensure participants that everything disclosed within this space stays within this space. This is a time where you can be completely honest with yourself and others. Let's have silence throughout the exercise " no talking, snickering, giggling, nonverbal messages."

2. It is imperative that we respect the dignity of each person who is here. All that is shared should remain confidential "Nothing that is offered should leave this room. However, if after the workshop you really need to talk to a particular person, be sure to ask his/her permission."

3. Facilitator will read a statement, if the statement applies to a participant then then they will step inside the circle. After the activity has been completed, allow for time to reflect on the activity and the implications of diversity, or lack thereof.

Political Affiliation:

- Join in if you identify as a Democrat.
- Join in if you identify as a Republican.
- Join in if you identify as Independent.
- Join in if your political affiliation was not mentioned.
- Join in if at any point your family/guardians have relied on government assistance.
- Join in if you or anyone close to you has been incarcerated.
- Join in if you know anyone who has been arrested for political protesting.
- Join in if you have ever been involved in a political rally or protest.
- Join in if you do not identify with any political party.
- Join in if you do not care about or care for politics.

Religion:

- Join in if you identify as an Atheist.
- Join in if you identify as a Buddhist.
- Join in if you identify as a Muslim.
- Join in if you identify as agnostic.
- Join in if you identify as a Christian.
- Join in if you identify as a Hindu.
- Join in if you identify as Wiccan.
- Join in if the religion you practice was not mentioned.
- Join in if you identify as spiritual but not religious.
- Join in if you have ever had preconceived notions about people with other religions.
- Join in if you have ever been discriminated against because of your religion or lack thereof.

Family:

- Join in if you are an only child.
- Join in if you have 1 or 2 siblings.
- Join in if you have more than three siblings.
- Join in if you are a twin, triplet, quadruplet, etc.
- Join in if you are adopted.
- Join in if you were at any time a ward of the state.
- Join in if you were raised in a same-sex household.
- Join in if your guardians are divorced.
- Join in if your guardians are still married.
- Join in if you live with your biological parents.
- Join in if you describe your family as middle class.
- Join in if you describe your family as upper class.
- Join in if you describe your family as lower class.

Upbringing:

- Join in if one or more of your guardians have an associates degree or higher.
- Join in if you were raised in an area where there was prostitution or drug-activity.
- Join in if you felt unsafe in your neighborhood.
- Join in if you have ever felt unsafe walking alone at night.
- Join in if you ever learned about your ancestors in school.
- Join in if you ever felt embarrassed or ashamed of your clothes, home, car, or family members.
- Join in if one or more of your guardians are a career professional.
- Join in if someone in if you or anyone in your immediate family is/has struggled with drug/alcohol abuse.
- Join in if you ever tried to change your appearance, mannerisms, or behavior to avoid ridicule from your peers.
- Join in if your gaurdian read to you when you were a kid.
- Join in if you know very little about your personal cultural heritage.
- Join in if you ever had to skip a meal or go hungry because your family did not have enough money for food.
- Join in if you ever attended a private school growing up.
- Join in if your guardians ever took you to art or cultural events.
- Join in if your guardians ever took you to a museum.
- Join in if your family ever had to move to another place because they could not afford the rent.
- Join in if one or more of your guardians has ever been unemployed, not by choice.

- Join in if you took a vacation out of the country prior to age 18.
- Join in if you were encouraged to attend college.
- Join in if your guardians told you that you were beautiful, capable, and smart.

Self:

- Join in if you identify as a female.
- Join in if you identify as a male.
- Join in if you identify as genderfluid.
- Join in if you identify as heterosexual.
- Join in if you identify as homosexual.
- Join in if you identify as bisexual.
- Join in if you identify as pansexual.
- Join in if you identify as transexual.
- Join in if you identify as asexual.
- Join in if you describe yourself as African-American.
- Join in if you describe yourself as Latino-American.
- Join in if you describe yourself as Caucasian.
- Join in if you describe yourself as Asian-American.
- Join in if you describe as bi-racial or multiracial.
- Join in if you or anyone you know has had an abortion.
- Join in if you have ever been the target of a racist comment.
- Join in if you have ever been the target of a sexist comment.
- Join in if you have ever been discriminated against because of your gender at work, school, etc.
- Join in if you have ever been discriminated against because of your race at work, school, etc.
- Join in if you have ever been discriminated against because of your age at work, school, etc.
- Join in if you felt like you have received less pay due to your gender, race, age, etc.
- Join in if you felt like you have received less respect due to your gender, race, age, etc.
- Join in if you have felt discriminated against because of your upbringing, culture, or origin.
- Join in if you saw members of your race, gender, or sexual orientation portrayed on television in degrading roles.
- Join in if you were ever accused of cheating or lying because of your race, gender, or sexual orientation.
- Join in if you or anyone you know has ever been a victim of self-harm.
- Join in if you feel expected to live up to society's portrayal of how boys/men should act.

- Join in if you feel expected to live up to society's portrayal of how girls/women should act.
- Join in if you are mentally or physically challenged in some way, like a learning disability or disease related illness, like diabetes, dyslexia, autism, etc.
- Join in if you have struggled with depression, anxiety, bipolar disorder, obsessive-compulsive disorder, post-traumatic stress disorder, or an eating disorder.
- Join in if you did not step in for a statement out of fear or embarrassment.

Reflection Questions:

- For those of you who were in the middle by yourself, or in the middle with 1-2 people how did that make you feel?
- How did it feel to answer these questions with a sense of anonymity. Example: questions like you or a family member?
- How did it make you feel to not be able to give an explanation as to why you stepped inside the circle?
- For the questions where no one stepped in, how might we encourage diversity and inclusion for those areas?
- Think of your respective Bonner Programs, how does it compare and contrast to the vast diversity of the National Bonner Network?